



International Brotherhood of Electrical Workers • Local 46  
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Hello IBEW Brothers and Sisters,

We have recently released a video highlighting “Priority Hire” language in PLA’s and CWA’s. This language has been around for many years and affect relatively few calls that come through our Local. This language is written into different PLA’s and CWA’s that we have signed to secure more work for our membership. And since we have signed them, we are legally and contractually obligated to follow the “Hiring Goals” defined within them. These goals are designed to help disadvantaged communities within our jurisdiction as well as promote minorities that are historically underrepresented within the construction trades.

The reason I am sending out this letter to the membership is to highlight a change to the referral rules. Starting in November the following sentence will be added to the existing rules: “Project Labor Agreements (PLA)/Community Workforce Agreements (CWA): Referral terms and conditions of PLA and CWA projects in our jurisdiction shall be adhered to.”

Since we have an obligation to man our work within our jurisdiction and the fact that not every “Priority Hire” call is bid on by people that meet the qualifications to satisfy that language, once it is determined that nobody who bid on the “Priority Hire” call meets those qualifications, the call will be dispatched in accordance with the normal dispatch procedures. Therefore, I encourage members to bid on the work even if you don’t meet those qualifications.

Since not every PLA and CWA is written exactly the same I encourage Members who have any questions to either read the PLA/CWA’s on our web page at [COLLECTIVE BARGAINING AGREEMENTS \(ibew46.com\)](http://COLLECTIVE BARGAINING AGREEMENTS (ibew46.com)) or contact our PLA/CWA team here at the hall. Antonio Butler, Joe Dugger, or myself will be happy to answer your questions.

Fraternally,

A handwritten signature in blue ink, appearing to read "Bryan K. Johnson".

Bryan K. Johnson, Dispatcher  
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